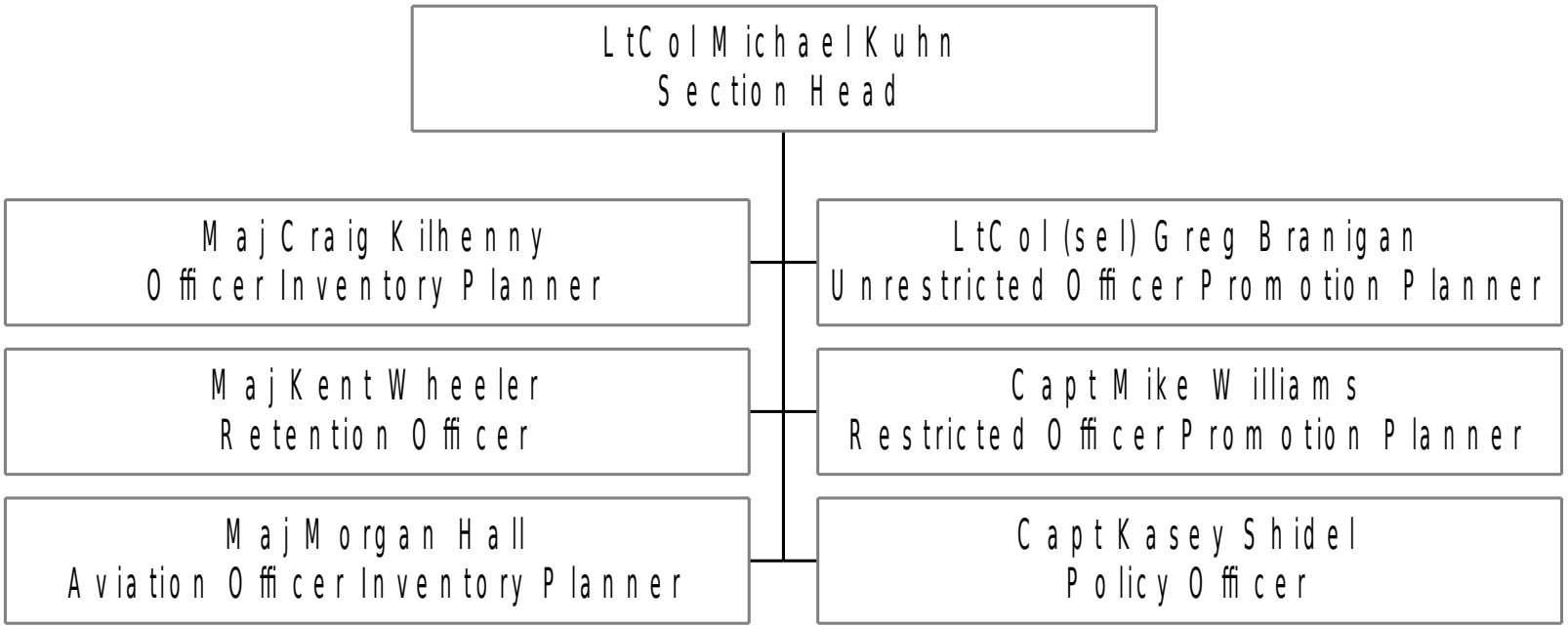
OFFICER PLANS SECTION
MPP-30

Officer Plans Section

09/02/16



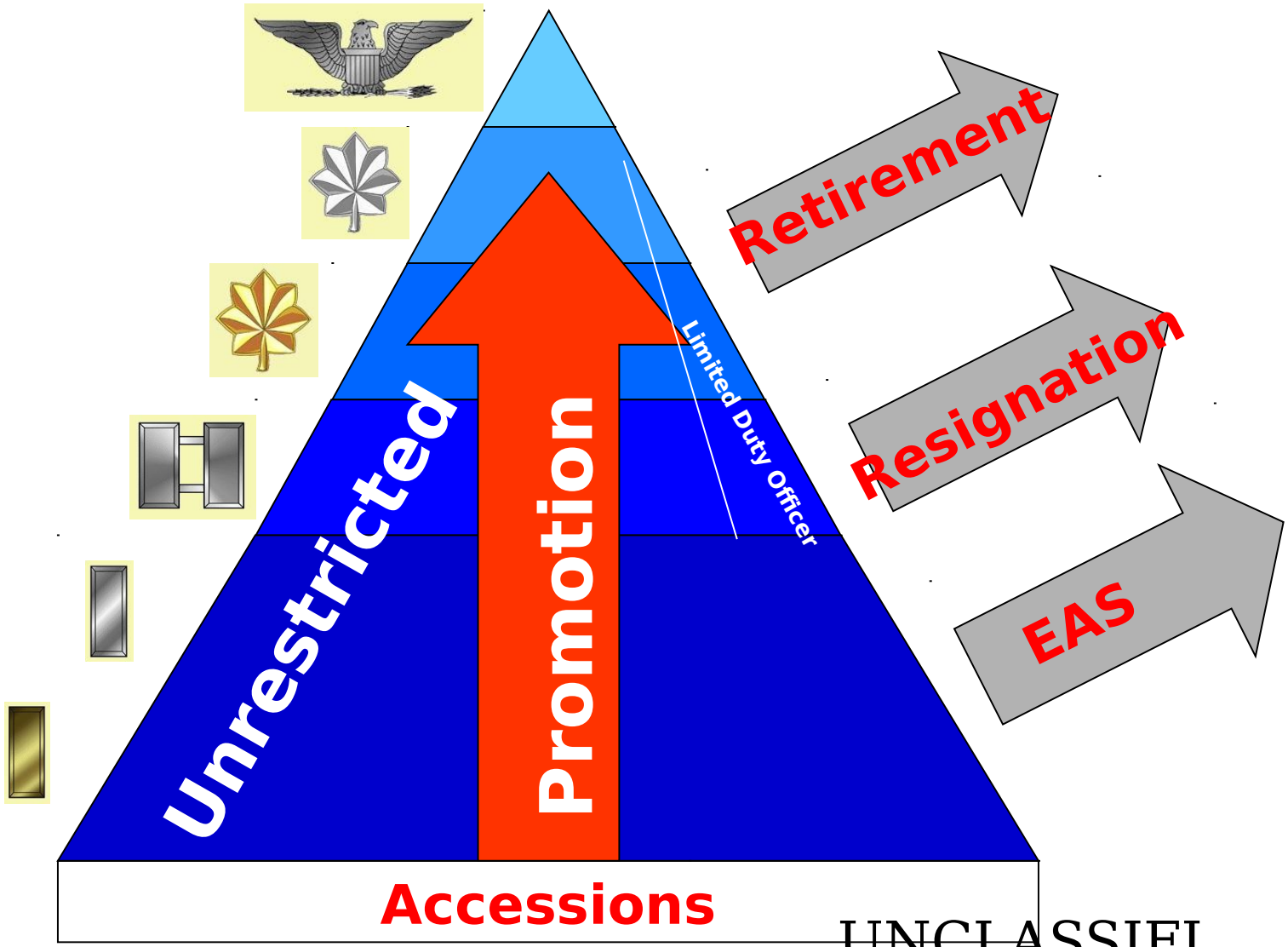
Meeting Future Requirements

09/02/16

- 18,400 officers
- 30 unrestricted officer MOSs
- 17 limited duty officer MOSs
- 47 warrant officer MOSs
- Closed manpower system

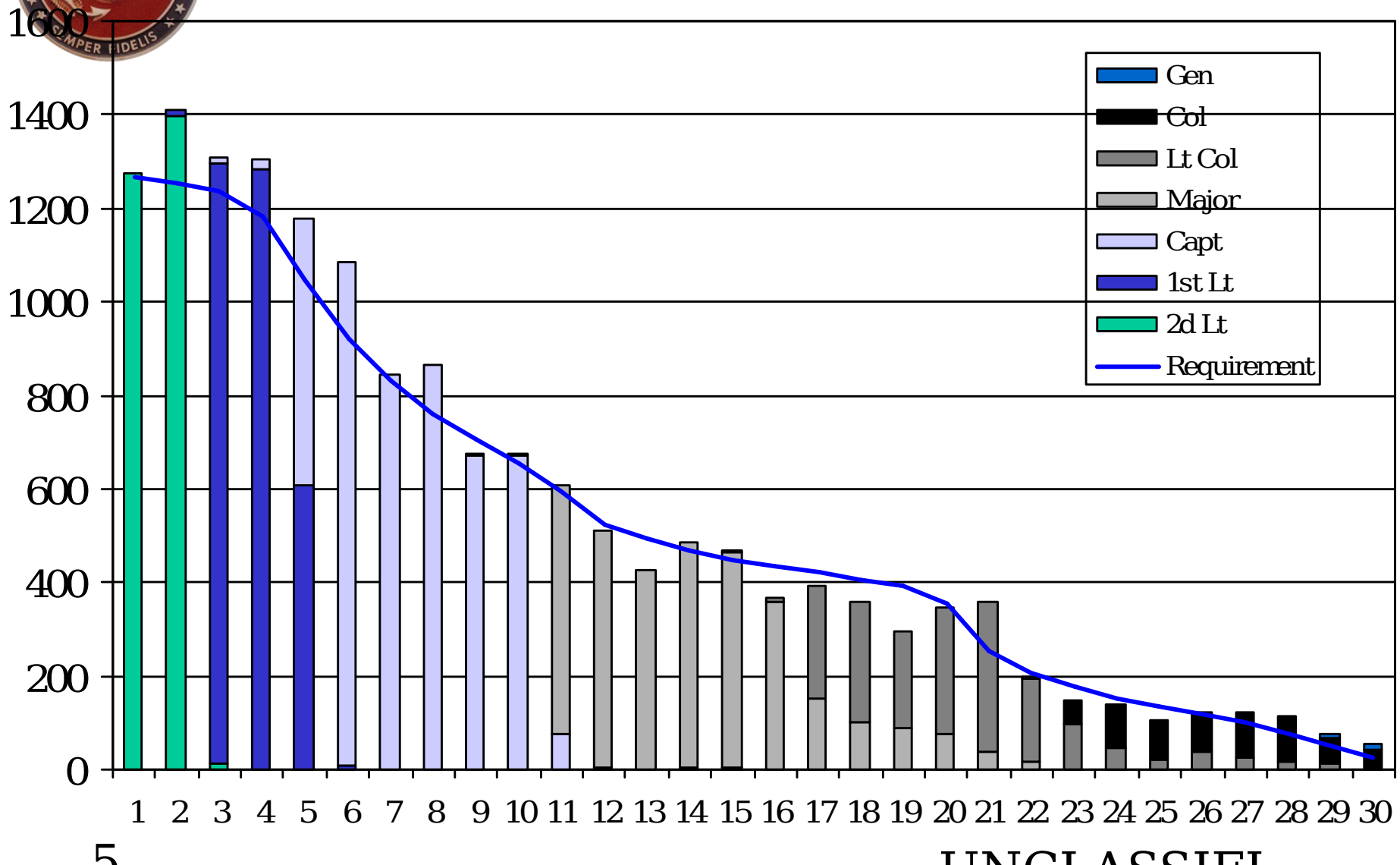
Officer Force Planning

09/02/16



Current Officer Inventory V Requirement by Year Group

09/02/16



Constraints

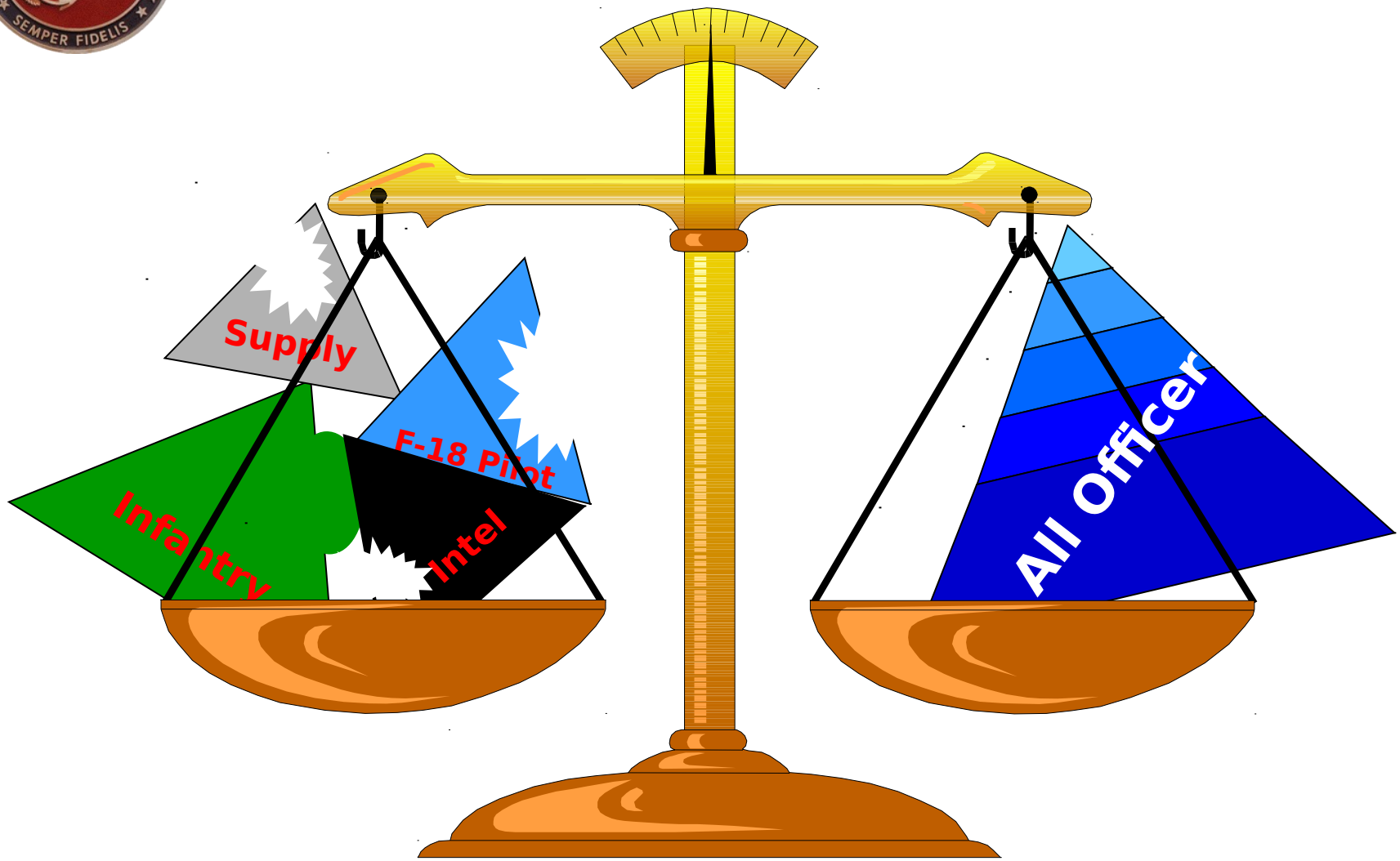
- Law (Title 10)
  - Authorized end strength
  - Grade Ceilings
  - Running mate system
  - Force shaping tools (augmentation, skill bonus)
  - Up or out rules
- DoD Instructions
- SECNAV Instructions
- Budget

Key Challenges

- Balance aggregate officer requirements with individual MOSs
- Lack of force shaping tools
- Attrition/continuation rates fluctuate

Key Challenge

09/02/16



Key Issues

09/02/16

- Implementation of competitive augmentation
- Directed lateral moves
- Bonus for critical skills
- Force shaping authority for the future

Competitive Augmentation

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- Augmentation/Career Designation
  - FY03 - 100% Augmentation for Capt (Selects)
  - FY04 - 86% Ground Officers Only
    - A down payment on current officer overage
  - FY05 - Ground Officers, Judge Advocates, and limited Aviators
  - FY06 - All
- Regular Commission
  - FY05 - All Officers will be given a regular commission
  - Augmentation will change to career designation

Directed Lateral Move

09/02/16

- Officers in over-strength MOSs reassigned to a short MOS (0180, 02XX, & 0602)

FY 03 - 30 Officers

MOS	Directed	Accepted	Declined
0180	10	6	4
02XX	10	9	1
0602	10	6	4

FY 04 - 35 Officers

MOS	Directed
0180	10
02XX	15
0602	10

Critical Skills Retention Bonus

09/02/16

- CSRB for 02XX and 0602
  - Provides an incentive for officers at the retention decision point (11 and 20 YCS)
  - Contracts will bring the officers to one or two years prior to LtCol selection board
- Seek Congressional authority
- Marine Corps funds and implements as required

ULB Force Shaping Authorities

09/02/16

- Two positive separation incentives:
  - Annuity (Not Early Retirement)
    - Minimum eligibility at 15 years of service
    - Benefit includes annuity for life plus limited lump sum
      - Annuity=(10 pct + 3% per yr over 10 yrs)*(annual base pay)
    - 6-month ID card benefit
  - Buy Out (lump sum payment)
    - Eligibility 6 < 20 yrs of service:
      - Minimum buy = Invol sep pay
      - Maximum buy = Invol sep pay + bonus (TBD)
    - 6-month ID card benefit
- USMC decision to fund and implement as required

Backup Slides

FY03 Promotion Opportunity and Timing

09/02/16

	OPPORTUNITY		TIMING	
GRADE	DOPMA	USMC	DOPMA	USMC
O-6	50%	52%	22 YRS	22 YRS 4 MOS
O-5	70%	70%	16 YRS	16 YRS 0 MOS
O-4	80%	90%	10 YRS	9 YRS 10 MOS
O-3	95%	100%	4 YRS	4 YRS 4 MOS

Aggregate and MOS

09/02/16